

Message Text

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ACTION LAB-04

INFO OCT-01 EA-07 ISO-00 IO-13 CIAE-00 COME-00 EB-08

INR-07 NSAE-00 SIL-01 NEA-10 AID-05 /056 W

-----111059Z 122701 /14

P R 110932Z MAR 77

FM AMEMBASSY SINGAPORE

TO SECSTATE WASHDC PRIORITY 7294

INFO AMEMBASSY JAKARTA

AMEMBASSY KUALA LUMPUR

LIMITED OFFICIAL USE SECTION 1 OF 2 SINGAPORE 1023

E.O. 11652: N/A

TAGS: ELAB, ILO, SN

SUBJ: ILO ACTIVITIES IN SINGAPORE

REF: A. STATE 3255; B. STATE 17955

1. SUMMARY. ILO ROLE IN SINGAPORE OVER LAST TWO YEARS HAS BEEN CONFINED LARGELY TO PROVIDING EXPERTS FOR UNDP-FINANCED PROGRAMS. THESE PROGRAMS HAVE FOCUSED PRIMARILY ON UPGRADING EXPERTISE OF STAFF OF GOS AGENCIES IN THE AREAS OF OCCUPATIONAL SAFETY AND HEALTH, VOCATIONAL EDUCATION AND MANAGEMENT TRAINING. WHILE PROJECTS HAVE BEEN RELATIVELY SMALL IN TERMS OF FUNDING, THEY HAVE BEEN USEFUL AND APPROPRIATE FOR SINGAPORE AT ITS STAGE OF DEVELOPMENT. END SUMMARY.

2. FUNDS FOR ILO-RELATED PROGRAMS LISTED REFTTEL B HAVE GONE TO FOUR GOS AGENCIES -- MINISTRY OF LABOR, NATIONAL PRODUCTIVITY BOARD, INDUSTRIAL TRAINING BOARD AND THE MINISTRY OF SOCIAL AFFAIRS FOR SERVICES OF EXPERTS AND FOR FELLOWSHIPS. BECAUSE THESE PROGRAMS HAVE BEEN PRIMARILY AIMED AT DEVELOPMENT OF GOS STAFF IN THESE AGENCIES, GOVERNMENT HAS ASSUMED RESPONSIBILITY FOR DESIGN AND IMPLEMENTATION OF THESE ACTIVITIES, WITH LABOR AND MANAGEMENT MAKING ONLY SMALL CONTRIBUTIONS.

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3. LABOR OFFICER CONTACTED GOS OFFICIALS IN THE ABOVE AGENCIES AS WELL AS AN ILO EXPERT WORKING IN SINGAPORE TO SOLICIT THEIR VIEWS ON THE PROJECTS' EFFECTIVENESS (UNDP REPRESENTATIVE RESPONSIBLE FOR SINGAPORE NOT RESIDENT HERE AND WAS NOT AVAILABLE FOR COMMENT). WITH THE EXCEPTION OF ONE PROJECT WHICH IS CURRENTLY INACTIVE DUE TO REORGANIZATION OF A GOVERNMENT

OFFICE, THE UNDP/ILO PROGRAMS ARE VIEWED AS BEING BENEFICIAL TO THE COUNTRY BY THESE INDIVIDUALS.

4. BELOW IS EVALUATION OF PROJECTS REQUESTED REFTELS. SINGAPORE MINISTRY OF FINANCE PROVIDED DATES AND FUNDING LEVELS FOR PROJECTS WHICH VARY SOMEWHAT WITH INFORMATION PROVIDED IN REFTEL B. FINANCE MINISTRY OFFICIAL STATED THAT GOS SHARE OF PROJECTS WAS CONTRIBUTION IN KIND (FOR SUPPORT) AND NOT DIRECT FINANCING. ALL VALUE FIGURES ARE GIVEN IN U.S. DOLLARS.

I. EMPLOYMENT DEVELOPMENT AND MANAGEMENT TRAINING

--UNDP PROJECT NUMBER SIN 70-508; DATES 1/70-12/75; FUNDING: UNDP CONTRIBUTION -- \$644,049, GOS CONTRIBUTION IN KIND - \$1,488,405.

--UNDP PROJECT NUMBER SIN 74-024; DATES 10/75-12/78; FUNDING: UNDP CONTRIBUTION -- \$358,100; GOS CONTRIBUTION IN KIND -- \$2,521,787.

NOTWITHSTANDING THE DESIGNATION OF "EMPLOYMENT DEVELOPMENT" GIVEN TO PROJECT SIN 70-508 IN REFTEL B, BOTH OF THE ABOVE PROGRAMS PROVIDED MANAGEMENT TRAINING ASSISTANCE TO THE STAFF OF THE NATIONAL PRODUCTIVITY BOARD (NPB). THE NOW COMPLETED FIRST PHASE (SIN 70-508) PROVIDED THE NPB WITH SEVEN EXPERTS WHO INSTRUCTED STAFF MEMBERS IN AREAS RANGING FROM PERSONNEL MANAGEMENT TO MANAGEMENT ACCOUNTING. TO ENHANCE THE QUALITY OF CONSULTANCY SERVICES OFFERED BY THE NPB TO UNIONS AND MANAGEMENT, THE UNDP DECIDED TO CONTINUE ASSISTANCE TO THE NPB UNDER A SECOND PROGRAM -- SIN 74-024. THIS PROGRAM IS CONCENTRATING ON STAFF DEVELOPMENT IN PRODUCTION/ENGINEERING LIMITED OFFICIAL USE

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TECHNOLOGY AND MANAGEMENT ACCOUNTING USING THE SERVICES OF TWO EXPERTS.

A. OBJECTIVES: BECAUSE WAGES IN SINGAPORE TEND TO BE HIGHER THAN IN MOST EAST ASIAN COUNTRIES, GOS HAS STRESSED THE NECESSITY OF GREATER PRODUCTIVITY IN ORDER FOR THE COUNTRY'S MANUFACTURED PRODUCTS TO REMAIN COMPETITIVE WITH THOSE FROM ITS NEIGHBORS. CREATION OF NPB BY GOS DEMONSTRATED THIS CONCERN FOR INCREASING PRODUCTIVITY. UNDP COUNTRY PROGRAM FOR SINGAPORE ENDORSES NEED FOR ASSISTANCE IN DEVELOPING NPB MANAGEMENT CONSULTANCY SERVICES TO PROMOTE PRODUCTIVITY CONSCIOUSNESS IN MANAGEMENT AND LABOR.

B. TRIPARTITISM: A GOS STATUTORY BODY, THE NPB IS HEADED BY A TRIPARTITE COMMITTEE RESPONSIBLE TO THE LABOR MINISTER. HOWEVER, MOST DECISIONS REGARDING DESIGN AND IMPLEMENTATION OF THESE TWO PROJECTS MADE AT NPB EXECUTIVE LEVEL WHICH IS COMPRISED OF CIVIL SERVANTS. THUS, WHILE LABOR AND MANAGEMENT COULD MAKE THEIR VIEWS KNOWN ON THESE TRAINING PROGRAMS THROUGH

THEIR REPRESENTATIVES ON THE GOVERNING BODY OF THE NPB OR
COULD COMMENT DIRECTLY TO THE NPB STAFF, GOVERNMENT COMPONENT
WAS CLEARLY THE MOST IMPORTANT IN THE EXECUTION OF THE PROJECTS.

C. INSTITUTIONAL SUPPORT: SUPPORT FROM BOTH THE ILO/UNDP SIDE
AND FROM THE NPB HAS APPARENTLY BEEN GOOD. EXPERTS ASSIGNED
TO PROJECTS WERE TECHNICALLY COMPETENT AND WERE AVAILABLE
ON THE PLANNED SCHEDULE. HOWEVER, INCREASED COSTS OF PROGRAM
DUE TO INFLATION HAVE MEANT THAT CERTAIN PORTIONS OF THE PROJECT
- SUCH AS THE DEVELOPMENT OF A COMPUTERIZED INFORMATION SYSTEM -
COULD NOT BE IMPLEMENTED. UNDP, FINANCIALLY HARD-PRESSED,
HAS BEEN UNABLE TO INCREASE FUNDS SUFFICIENTLY TO OFFSET ALL
EFFECTS OF INFLATION.

D. SUCCESS OF IMPLEMENTATION: ALTHOUGH NOT POSSIBLE TO QUANTIFY
RESULTS OF THESE PROJECTS, EMBASSY BELIEVES THEM TO HAVE
BEEN SUCCESSFUL. PROGRAMS HAVE BEEN EFFECTIVE BECAUSE OF
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QUALITY OF EXPERTS AND BECAUSE PRODUCTIVITY IS CLEARLY A
PRIORITY AREA FOR THE GOS.

II. OCCUPATIONAL SAFETY AND HEALTH

--UNDP PROJECT NUMBER SIN 74-012; DATES: 1/75-3/78;
FUNDING: UNDP CONTRIBUTION - \$141,140, GOS CONTRIBUTION
IN KIND - \$250,346.

PROJECT HAS CONSISTED OF TWO ILO EXPERTS WHO HAVE BEEN
ADVISING LABOR MINISTRY ON OCCUPATIONAL SAFETY AND HEALTH
MATTERS AND TRAINING BOTH MINISTRY STAFF MEMBERS AND EMPLOYEES
OF PRIVATE COMPANIES IN THIS AREA. SPECIFICALLY, PROJECT'S
MAJOR GOALS HAVE BEEN (1) PREPARATION OF REGULATIONS FOR
SAFETY OFFICERS EMPLOYED BY PRIVATE SECTOR, (2) DEVELOPMENT
OF AN INSTRUCTIONAL PROGRAM FOR THESE SAFETY OFFICERS ALONG
WITH TRAINING OF LABOR MINISTRY INSTRUCTORS WHO WILL TEACH
THIS COURSE, (3) TRAINING OF SAFETY OFFICERS AND (4) PREPARATION
OF A FEASIBILITY STUDY FOR THE ESTABLISHMENT OF AN OCCUPATIONAL
SAFETY AND HEALTH INSTITUTE. IN ADDITION, A FELLOWSHIP FINANCING
A YEAR'S STUDY AT AN AMERICAN UNIVERSITY WAS PLANNED FOR ONE
OF THE MINISTRY'S NEW SAFETY INSTRUCTORS.

A. OBJECTIVES: OCCUPATIONAL SAFETY AND HEALTH HAS BECOME A
MATTER OF INCREASING IMPORTANCE FOR SINGAPORE AS A RESULT
OF RAPID INDUSTRIALIZATION OVER THE PAST DECADE -- A FACT
THAT IS STRONGLY EMPHASIZED IN THE UNDP COUNTRY PROGRAM FOR
SINGAPORE. SEVERAL ACCIDENTAL DEATHS IN THE SHIPBUILDING AND

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REPAIRING INDUSTRY IN RECENT MONTHS HAVE DRAWN PUBLIC ATTENTION TO INDUSTRIAL SAFETY AND HAVE SHOWN THE NEED FOR GREATER PROGRESS IN THIS AREA. EMBASSY THUS BELIEVES THIS PROGRAM, BY PROVIDING TRAINING FOR SAFETY OFFICERS AND THE OTHER SERVICES OUTLINED ABOVE, IS BOTH APPROPRIATE FOR AND BENEFICIAL TO SINGAPORE.

B. TRIPARTITISM: GOVERNMENT, THROUGH THE MINISTRY OF LABOR, HAS BEEN PRIMARILY RESPONSIBLE FOR THE IMPLEMENTATION OF THE PROGRAM. LABOR AND MANAGEMENT ARE ABLE TO COMMENT ON THE DIRECTION OF THE TRAINING PROGRAM BUT HAVE NOT PLAYED A VERY SIGNIFICANT ROLE. ILO EXPERT STATED THAT, TO DATE, NEITHER LABOR NOR MANAGEMENT HAS SHOWN MUCH INTEREST IN ASSISTING IN THE PROGRAM'S DEVELOPMENT.

C. INSTITUTIONAL SUPPORT: ILO EXPERT INDICATED THAT MINISTRY OF LABOR HAD BEEN FORTHCOMING IN PROVIDING NECESSARY SUPPORT FOR PROJECT. MINISTRY CONSIDERED EXPERT TO BE TECHNICALLY COMPETENT AND EFFECTIVE. EQUIPMENT AND OTHER MATERIALS RECEIVED FROM ILO ON A TIMELY BASIS. EXPERT MENTIONED THAT HE WAS PLANNING TO WORK ON THIS PROJECT WITHOUT PAY FOR TWO MONTHS IN ORDER THAT THERE WOULD BE SUFFICIENT FUNDS TO COVER THE FELLOWSHIP CITED ABOVE.

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D. SUCCESS OF IMPLEMENTATION: PROGRAM HAS SUCCEEDED IN ESTABLISHING AN EFFECTIVE COURSE FOR INDUSTRIAL SAFETY OFFICERS

AS WELL AS QUALIFIED LOCAL INSTRUCTORS TO TEACH THEM. FEASIBILITY STUDY ON OCCUPATIONAL SAFETY AND HEALTH INSTITUTE IS AN IMPORTANT STEP IN MAKING FURTHER PROGRESS IN THIS AREA. ALTHOUGH NO FORMAL FOLLOW-UP ACTIVITIES HAVE BEEN INCLUDED IN THIS PROGRAM, PROJECT HAS CREATED A NECESSARY BASE OF EXPERIENCE WHICH SHOULD CARRY ON BEYOND THE EXPERT'S DEPARTURE.

III. COOPERATIVES

FALLING UNDER THE MINISTRY OF SOCIAL AFFAIRS, THIS PROGRAM (SIN 74-015) IS CURRENTLY INACTIVE DUE TO A REORGANIZATION OF THE MINISTRY'S REGISTRY OF COOPERATIVE SOCIETIES. TO DATE, \$9,200 OF THE FUNDS APPROVED FOR THIS PROGRAM HAVE BEEN USED TO FINANCE TRAVEL BY THREE MINISTRY EMPLOYEES TO OBSERVE COOPERATIVES IN VARIOUS COUNTRIES IN EUROPE, AFRICA AND SOUTH ASIA. MINISTRY OFFICIALS WOULD NOT COMMENT ON WHEN TOTAL OF ALLOCATED FUNDS (\$119,600) WOULD BE UTILIZED.

IV. VOCATIONAL TRAINING

--UNDP PROJECT NUMBER SIN 72-005; DATES: 1973-1976;
FUNDING: UNDP CONTRIBUTION \$17,787, GOS CONTRIBUTION IN KIND - ZERO.

PROGRAM CONSISTED OF THREE FELLOWSHIPS FOR STAFF MEMBERS OF THE INDUSTRIAL TRAINING BOARD'S HOTEL AND CATERING SCHOOL TO ATTEND SPECIALIZED SCHOOLS IN THIS FIELD IN THE U.S. AND U.K. DURATION OF FELLOWSHIPS WAS SIX MAN-MONTHS.

A. OBJECTIVES: PROJECT WAS DESIGNED TO ENHANCE CAPABILITIES OF HOTEL AND CATERING SCHOOL TRAINING STAFF. GOS ESTABLISHED THIS SCHOOL WITH THE AIM OF ASSISTING SINGAPORE'S TOURIST AND CONVENTION-RELATED SERVICES. ALTHOUGH SINGAPORE DOES PLACE EMPHASIS ON DEVELOPING THE TOURIST TRADE AS A MEANS OF EARNING FOREIGN EXCHANGE, THIS PROGRAM IS CERTAINLY OF A LOWER PRIORITY THAN THE OTHER ILO/UNDP ACTIVITIES.

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B. TRIPARTITISM: AS IS THE CASE WITH THE NPB, THE ITB IS A STATUTORY BODY UNDER A GENERAL POLICY-MAKING COMMITTEE WHICH IS TRIPARTITE. OPERATIONAL AUTHORITY FOR THE BOARD'S PROGRAMS, INCLUDING THIS ILO/UNDP ACTIVITY, IS VESTED IN CIVIL SERVANTS. UNION AND EMPLOYERS HAD NO ROLE IN IMPLEMENTING THIS PROGRAM, EXCEPT IN A VERY INDIRECT WAY VIA THEIR REPRESENTATION ON THE POLICY-MAKING COMMITTEE.

C. INSTITUTIONAL SUPPORT: ITB OFFICIAL INDICATED THEY RECEIVED EFFECTIVE SUPPORT FROM THE ILO IN PROGRAMMING THE FELLOWSHIP RECIPIENTS IN THE U.S. AND U.K.

D. SUCCESS OF IMPLEMENTATION: PROJECT WAS SUCCESSFUL IN MEETING ITS LIMITED OBJECTIVE OUTLINED ABOVE. ILO ASSISTANCE

IN ARRANGING THE PROGRAM WAS THE MOST IMPORTANT FACTOR CONTRIBUTING TO THIS SUCCESS. NO FORMAL FOLLOW-UP WAS PLANNED AS A PART OF THIS PROGRAM.

V. OTHER ACTIVITIES

SINGAPORE HOSTED A REGIONAL ILO SEMINAR ON THE RELATIONSHIP BETWEEN OCCUPATIONAL SAFETY AND PRODUCTIVITY OVER A TWO-WEEK PERIOD IN NOVEMBER-DECEMBER 1975. PARTICIPANTS CAME FROM ALL OVER ASIA AND INCLUDED REPRESENTATIVES FROM GOVERNMENT, LABOR, AND MANAGEMENT. SINGAPORE MINISTRY OF LABOR PROVIDED ADMINISTRATIVE SUPPORT FOR THE CONFERENCE, BY ASSISTING IN THE HOTEL ARRANGEMENTS, ETC. SINGAPOREANS FROM GOVERNMENT AND LABOR PRESENTED PAPERS ON THE SEMINAR TOPIC. HOLDRIDGE

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Message Attributes

Automatic Decaptioning: X
Capture Date: 01-Jan-1994 12:00:00 am
Channel Indicators: n/a
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Disposition Approved on Date:
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Disposition Date: 22 May 2009
Disposition Event:
Disposition History: n/a
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Enclosure: n/a
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SAS ID: 3133808
Secure: OPEN
Status: NATIVE
Subject: ILO ACTIVITIES IN SINGAPORE
TAGS: ELAB, SN, ILO
To: STATE
Type: TE
vdkgvwkey: odhc://SAS/SAS.dbo.SAS_Docs/77bfbab9-c288-dd11-92da-001cc4696bcc
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